

About our Program...

The United States Probation and Pretrial Services Office for the District of New Hampshire has been working hard to increase the employment opportunities for individuals with criminal records. Our office is responsible for supervising pretrial and post-convicted federal offenders that reside in New Hampshire. As a condition of supervision, these offenders are required to seek and maintain employment. Statistics have proven that offenders who have secured meaningful employment have lower recidivism rates and are more likely to successfully complete their respective terms of federal supervision.

Our office would like to assist your company with its staffing needs, while also enabling our offenders to obtain meaningful employment. When jobs become available within your company, we encourage you to contact us. We will review your open positions and have the resumes of qualified candidates sent to you. You can review those resumes and interview the candidates that meet your qualifications. If you hire one of these individuals, your company can take advantage of the **Work Opportunity Tax Credit**, which provides a \$2,400 tax break to employers; the **Federal Bonding program**, which is a free \$5,000 insurance policy for employers that hire offenders; and, **strict federal supervision** to ensure that offenders maintain arrest, drug and alcohol free lifestyles. Our goal is to create a positive relationship with your company and strive to send you only the most qualified, stable candidates.



Myths About Employing People With Criminal Records

Offenders represent a cross section of the workforce. Many of them have useful skills and qualifications. Employment myths are:

- Offenders are only capable of doing manual or repetitive work. People with criminal records come from all areas of our society.
- Offenders are not educated - nearly one in three have graduated high school and/or college.
- Offenders are unreliable - they arrive late or not at all. In general, they are as reliable as other workers.
- Offenders are a high risk - they are not a higher risk than the average employee. It is the policy of the U.S. Probation Office to notify employers of any third party risk.
- Someone will always have to be watching over them. Offenders are people who have committed a crime and who have worked through their punishment. Most of them want to make a fresh start.
- Other employees will not want to work with them. There is no need for employees other than line managers to know of the employee's past. You'll be surprised how quickly an offender will fit in, given the opportunity.
- The existence of criminal convictions is an indication of being untrustworthy. Many people assume that offenders have a basic character flaw that is not found in the "normal" population. In the vast majority of cases, these are "normal" people who have made a mistake and are ready to put it behind them.
- An offender would not be a conscientious worker and would only be working for the money. Not true. Most offenders feel they have something to prove and will be loyal and conscientious workers.
- People do put their past behind them. According to the Bureau of Justice Statistics, 1 in 32 adults were either on probation or incarcerated at the end of 2001.
- Our company policy excludes offenders because of the type of work involved or legal restrictions. It is a common misunderstanding that certain professions and trade licenses bar people with criminal records. In fact, refusal is determined by type of offense not by the existence of offense.

Benefits of Hiring an Offender

Why should I go out of my way to employ an offender when there are so many other unemployed people available?

The question implies that you are employing a person because of their criminal record - doing them a favor. In fact, with correct recruitment procedures, you will have employed them on their merit and skills as with any other unemployed applicant.

- Probation officers are a direct point and resource for the companies, and they assist with employee retention;
- As a condition of release, the offender must maintain employment;
- Mandatory drug testing (random);
- Job readiness and skills training provided (this can be coordinated prior to release, so that individuals come to your company work ready, such as through an Apprenticeship Program);
- Success for the community and the State of New Hampshire;
- Offender becomes a tax-paying citizen in the community where they live;
- Federal work tax-credit provides up to \$2,400 for each ex-offender employed; Information is available at:
www.nh.gov/nhes/employer
- Federal Bonding Program can provide insurance for employers who hire convicted felons. Information is available at:
www.Bonds4jobs.com



The Facts

-At the federal level in 2003 80% of offenders whose supervision was revoked were unemployed at the time the violation conduct occurred.

-Between 2002-2006, offenders who were unemployed at the start and end of supervision were revoked seven times more than those who were employed at the start and end of supervision. (53.2 percent and 7.2 percent, respectively).

-The cost of sending an offender back to prison is \$25,000+ per year. Meaningful offender employment can greatly reduce the number of offenders that are sent back to prison and save millions of taxpayer dollars.

-The legal restrictions and social perceptions associated with felony convictions also create barriers to employment, which make employment challenging for offenders. A study of offenders released from Texas prisons revealed that 74% ranked employment as the most difficult problem they experienced (Texas Dept. of Criminal Justice, 1990)

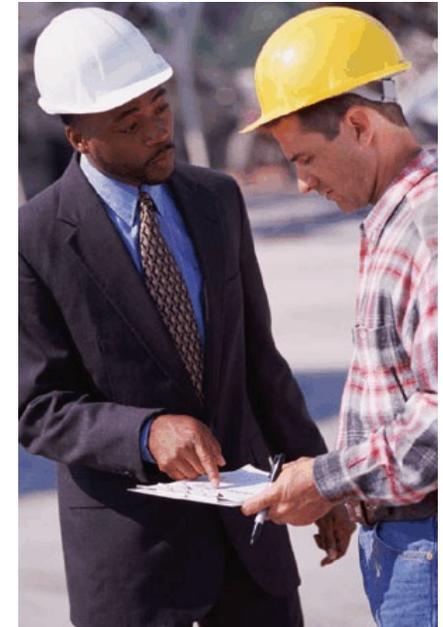


Hiring Individuals on Federal Supervision

If you are an employer or know of an employer who is willing to hire an individual on supervision, please contact the U. S. Probation and Pretrial Services Office. For additional information, please visit our website at www.nhp.uscourts.gov or contact the Offender Workforce Development Specialist at the U.S. Probation Office. All information is kept confidential...

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